

**KAIT**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021 – January 31, 2022**

## I. VACANCY LIST

**See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data**

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Arkansas Baptist College Dean Mary Jarrett 1600 Bishop Little Rock, AR 72202 501-374-7856	No	
2	Western Kentucky University Dept. of Communication & Broadcasting Dr. Victoria LaPoe 1906 College Heights Blvd. #11070 Bowling Green, KY 42101-1070 270-745-4144	No	
3	University of Florida College of Journalism & Communication Dept. of Telecommunication David Ostroff P.O. Box 118400 Gainesville, FL 32611-8400 352-392-0463	No	
4	The Aspira Association Programs for Hispanic Youth Monica Meeks 1444 Eye Street NW, Suite 800 Washington, DC 20005 202-835-3600	No	
5	Society of Professional Journalists Earnest Ford Jr. 3909 Meridian Street Indianapolis, IN 46208 317-927-8000	No	
6	Arkansas State University School of Media & Journalism Dr. Brad Rawlins P.O. Box 1930 State University, AR 72467-1930 870-972-3070	No	1

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Arkansas State University Black Students Association P.O. Box 1980 State University, AR 723467-1980 870-972-3454	No	
8	KOMU-TV University of Missouri Stacey Woeful 5550 Highway 63 South Columbia, MO 65201 570-884-6397	No	
9	Lyndon State College News 7 Darlene Gilman P.O. Box 919 Lyndonville, VT 05851 802-626-6221	No	
10	Congressman Rick Crawford 2400 East Highland, Suite 300 Jonesboro, AR 72401 870-203-0540	No	
11	First Baptist Church P.O. Box 1881 State University, AR 72467-1881 870-931-0493	No	
12	Emma L. Bowen Foundation for Minority Interest in Media Sandra Rice 524 West 57 <sup>th</sup> Street New York, NY 10019 212-975-2545	No	
13	Grambling State University Dept. of Mass Communications Dr. Rama Tunugntla P.O. Box 4292 Grambling, LA 71245 318-274-2189	No	
14	Illinois State University Jay Groves Media Relations, Dept. 32510 Norman, IL 61790-3250 309-438-5631	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	UALR RTV and Film David Guerra 2801 South University Little Rock, AR 72204 501-569-3000	No	
16	Japanese American Citizens League National Headquarters 1765 Sutter Street San Francisco, CA 94115	No	
17	The Links Inc Shirley Mynhier 1200 Massachusetts Avenue NW Washington, DC 20001 202-842-8686	No	
18	Arkansas State University Career Services Tiffany Johnson <a href="mailto:tjohnson@astate.edu">tjohnson@astate.edu</a> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> 870-972-3025	No	
19	Columbia College Chicago Valerie Robbins 600 South Michigan Chicago, IL 60605-1996 <a href="mailto:vrobbs@colum.edu">vrobbs@colum.edu</a> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> 312-663-1600	No	
20	University of Arkansas Department of Communications Brenda McCrory 417 Kimpel Hall Fayetteville, AR 72701 <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> 479-575-3046	No	
21	UAPB Career Services Shirley Hampton Mail Slot 4975 Pine Bluff, AR 71601 <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> 870-575-8461	No	
22	LSU Career Services Amy F. Caillouet <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> 225-578-2162	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Florida A&M University Division of Journalism Francine Huff <a href="mailto:francine.huff@famu.edu">francine.huff@famu.edu</a> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> 850-412-6587	No	
24	University of Central Arkansas Clif Ford <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> 501-450-5172	No	
25	University of Missouri School of Journalism Dr. Barbara Willis <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> 573-882-0373	No	
26	University of Oklahoma Alex Batchelor <a href="mailto:abatchelor@ou.edu">abatchelor@ou.edu</a> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> 405-325-1833	No	
27	Arkansas Tech University Amanda Johnson <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	No	
28	Lemoyne-Owen College Laquita Jackson 807 Walker Avenue Memphis, TN 38126, <a href="https://loc.optimalresume.com/employers/login.php">https://loc.optimalresume.com/employers/login.php</a> 901-774-9090	No	
29	Arkansas Department of Workforce Services Judy Clayton <a href="mailto:judy.clayton@arkansas.gov">judy.clayton@arkansas.gov</a> Hershel Jones <a href="mailto:hershel.jones@arkansas.gov">hershel.jones@arkansas.gov</a> 870-935-5594	No	
30	Arkansas Broadcasters Association Jim McCall <a href="mailto:mail@arkbroadcasters.org">mail@arkbroadcasters.org</a> 501-227-7564	No	

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31	University of Kansas William Allen White School of Journalism & Mass Comm. Brett Akagi <a href="mailto:brettakagi@gmail.com">brettakagi@gmail.com</a> 913-333-1758	No	
32	Medialine Talent Mark Shilstone <a href="mailto:jobs@medialinetalent.com">jobs@medialinetalent.com</a> <a href="http://www.medialinetalent.com/">http://www.medialinetalent.com/</a> 800-237-8073	No	
33	Ohio Center for Broadcasting Don Clark <a href="mailto:dclark@beonair.com">dclark@beonair.com</a> 216-503-5900	No	
34	Syracuse University Bridget Lichtinger <a href="mailto:belichti@syr.edu">belichti@syr.edu</a> 315-443-1209	No	
35	University of Arkansas Community College at Batesville Becky Warren <a href="mailto:becky.warren@uaccb.edu">becky.warren@uaccb.edu</a> 870-612-2000	No	
36	University of Memphis Dept. of Journalism Dr. Matthew Haught, Michael Robinson <a href="mailto:mjhaught@memphis.edu">mjhaught@memphis.edu</a> mrbsn12@memphis.edu 901-395-4600	No	
37	Henderson State University Taylor Wilson <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	Yes (11/30/2021)	
38	Current/Former Employee Referral	No	6
39	Business Associate Referral	No	
40	Internship Program	No	
41	Gray TV Website\ Diane Douglas <a href="https://gray.tv/careers#currentopenings">https://gray.tv/careers#currentopenings</a> 313-622-3323	No	8
42	KAIT-TV Recruitment Ads	No	
43	KAIT Station Bulletin Board (internal posting)	No	14

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44	Arkansas State University School of Media & Journalism Mary Jackson Pitts, Ph.D. <a href="mailto:mpitts@astate.edu">mpitts@astate.edu</a> 870-972-3361	Yes (7/12/2021)	
45	KAIT8.com Job Expo Kirsten Ditto 870-336-1810	No	
46	ASU Career Fairs Tiffany Johnson <a href="mailto:tjohnson@astate.edu">tjohnson@astate.edu</a> <a href="http://www.astate.edu/careers">www.astate.edu/careers</a> 870-972-3025	No	
47	ArkansasBusiness.com <a href="http://www.arkansasbusiness.com/jobs">http://www.arkansasbusiness.com/jobs</a>	No	
48	The National Alliance of State Broadcasters Susan Strong 2333 Wisconsin Street NE Albuquerque, NM 87110 <a href="http://www.careerpage.org">www.careerpage.org</a> 505-881-4444	No	
49	tvjobs.com Mark C. Holloway <a href="http://www.tvjobs.com">http://www.tvjobs.com</a>	No	
50	Linked In <a href="http://www.linkedin.com">www.linkedin.com</a>	No	1
51	Twitter <a href="http://www.twitter.com">www.twitter.com</a>	No	
52	Facebook <a href="http://www.facebook.com">www.facebook.com</a>	No	1
53	Other Gray Stations (transfers)	No	
54	Indeed.com	No	10
55	Arkansas State University Neil Griffin College of Business Gail Hudson, Ph.D. <a href="mailto:ghud@astate.edu">ghud@astate.edu</a> 870-972-3430	Yes (7/8/2020)	

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56	Rick Gevers & Associates 355 East Ohio Street #303 Indianapolis, IN 46204 <a href="mailto:rick@rickgevers.com">rick@rickgevers.com</a> <a href="http://www.rickgevers.com">http://www.rickgevers.com</a> 317-635-7912	No	
<b>TOTAL INTERVIEWEE OVER REPORTING PERIOD</b>			41



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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (ex. Job Fair, Internship Program)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Event Designed to Disseminate Information About Broadcast Careers	This is an on-going activity where we broadcast an on-air promotion to recruit organizations who would like to receive our job openings. Participants from the station include the Office Manager/EEO Coordinator, Sales Coordinator and Marketing Director.
<b>2</b>	Event Designed to Disseminate Information About Broadcast Careers, Diversity and Inclusion.	KAIT maintains an on-going speaker's bureau program with local organizations and schools who invite KAIT employees to speak about various television broadcasting topics including diversity, inclusion, and career opportunities. During the reporting period KAIT spoke with several different groups including elementary school children, a group of participants in a minority film festival, a group from the local NAACP organization, a group of local young professionals discussing diversity, a class of Arkansas State University freshmen and a group of high school students interested in marketing, video production, broadcasting and related fields. Participants from the station include two Morning Anchors, a Meteorologist and a Digital Marketing Director.
<b>3</b>	Participated in Diversity Training	In May - June, 2021 KAIT's News Director and General Sales Manager participated in a training series (5 sessions) "Foundations in Diversity, Equity and Inclusion" from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.

<b>4</b>	Sponsored the KAIT8.com Employment Expo	On July 22, 2021 KAIT sponsored an employment expo at a local university arena. KAIT and 51 other employers manned booths accepting applications and doing interviews onsite. Participants from KAIT include the General Manager, General Sales Manager, Local Sales Manager, Digital Sales Manager, News Director, Assistant News Director, Creative Services Director, 3 Marketing Producers, 2 Sales Coordinators, 6 Sales Account Executives, and Office Manager.
<b>5</b>	Participate in Event sponsored by Educational Institution Relating to Careers in Broadcasting	On September 9, 2021 KAIT's General Manager attended a Business and Communications Networking Event hosted by Arkansas State University. Each employer was provided an interview room, resume booklet and student schedule for the day to have the opportunity to meet with 14 junior or senior level business and communications students where they can interview them.